

Speak Up Week

*You might find the following resources useful in connection with
Speaking Up*

Watch / Listen

[Loretta J. Ross: Don't call people out -- call them in | TED Talk](#) (14 minutes)

In this bold, actionable talk, Ross gives us a toolkit for starting productive conversations instead of fights -- what she calls a "call-in culture" -- and shares strategies that help challenge wrongdoing while still creating space for growth, forgiveness and maybe even an unexpected friend.

[How your power silences truth | Megan Reitz | TEDxHultAshridge - YouTube](#) (15 minutes)

Megan Reitz explains how speaking truth to power is relational and getting others to speak up is as much about you as it is about them. In this thought-provoking talk Megan, social psychologist and author of "Dialogue in Organizations" and the upcoming "Mind Time", brings you face-to-face with your own power and warns you about three traps we all fall into that silence others.

[How to Lead Tough Conversations | Adar Cohen | TEDxKeene - YouTube](#) (16 minutes)

The presentation explores difficult conversations -- the costs of avoiding them, the benefits of having them, & the three simple rules to leading them successfully.

[Megan Reitz: How to lead in the new era of employee activism | TED Talk](#) (16 minutes)

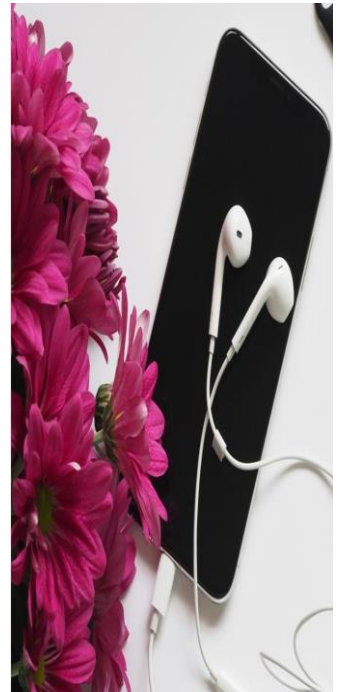
What does it mean to lead in this new age of employee activism? Megan Reitz offers a four-point crash course on what employees want from their organizations and how leaders can rise to the challenge of building proactive and productive workplaces where every voice and perspective has the chance to make a difference.

[Speaking Truth to Power - Why do we speak up or stay silent: Introducing the TRUTH framework \(vimeo.com\)](#) (3 minutes)

Learn about the TRUTH model and how these factors make it difficult for people to speak up

[Values Based Reflective Practise - YouTube](#) (2 minutes)

A quick guide to Values Based Reflective Practise[®] - what it is and how it can help you.



Read

[What Psychological Safety Looks Like in a Hybrid Workplace \(hbr.org\)](#) (6 minutes)

Sorting out hybrid work arrangements will require managers to rethink and expand one of strongest proven predictors of team effectiveness: psychological safety. When it comes to psychological safety, managers have traditionally focused on enabling candor and dissent with respect to work content. The problem is, as the boundary between work and life becomes increasingly blurry, managers must make staffing, scheduling, and coordination decisions that take into account employees' personal circumstances — a categorically different domain. Obviously, simply saying “just trust me” won't work. Instead, the authors suggest a series of five steps to create a culture of psychological safety that extends beyond the work content to include broader aspects of employees' experiences.

[Is Menopause a Taboo in Your Organization? \(hbr.org\)](#) (4 minutes)

Menopause is one of the strongest and most discriminatory taboos still existing in the workplace. The mental and physical symptoms and their negative effects on women's productivity are needlessly exacerbated by poor policies and persistent, outdated, gender- and age-related assumptions. The authors describe how women experiencing these symptoms can react, and how we all can and should play a role in breaking the silence.

[How to Say What You Mean Without Being Mean \(with Pictures\) \(wikihow.com\)](#) (10 minutes)

It can be challenging to know how to speak up for yourself without coming off as mean toward another person. It will take time and practice, but you can learn to be clear, direct, and respectful towards others when speaking. You will have to take steps to think before you speak, speak clearly, use appropriate body language, and listen well to others.



[Speaking Truth to Power Report 2019 Final+1.pdf \(squarespace.com\)](#)



Tools and Frameworks

- Speaking Up and Listening Up – Questions That Can Help



Speaking Up and
Listening Up - Questio

- Courageous Conversations



Courageous
Conversations Model.

- Values Based Reflective Practise[®]



VBRP new info
leaflet.docx

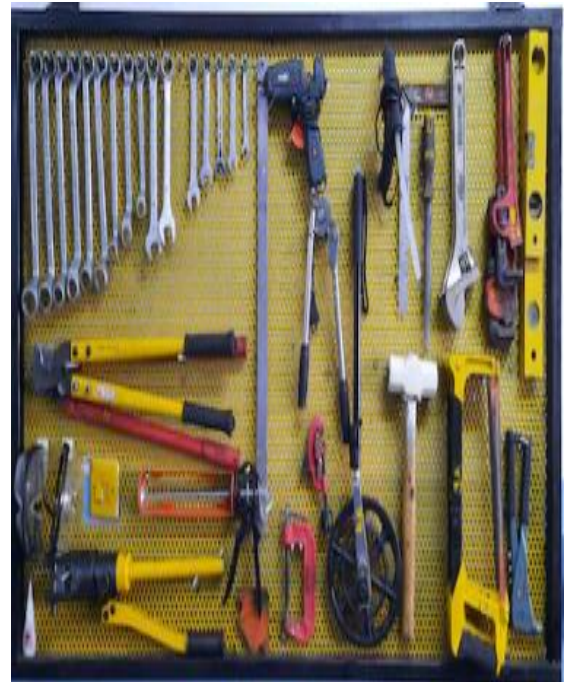


VBRP Information for
reflective space.docx

- The TRUTH Framework



The TRUTH about
Speaking Up.pdf



Networks, Groups and Individuals

- Bullying & Harassment Confidential Contacts
[Home \(scot.nhs.uk\)](http://scot.nhs.uk)

- Whistle Blowing Confidential Contacts
[Pages - Whistleblowing \(scot.nhs.uk\)](http://scot.nhs.uk)

- Grampian Staff Equalities Network
[Pages - default \(scot.nhs.uk\)](http://scot.nhs.uk)

- Menopause

[Menopause Awareness](#) (page 9)



Menopause
Awareness Slides.ppt

- Speak Up Ambassadors – Coming soon!

